

FIG. 1

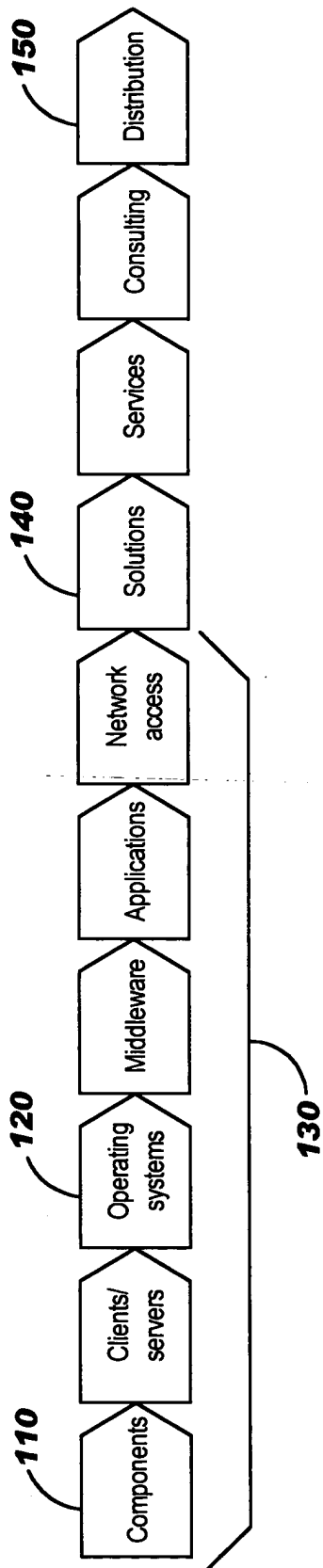


FIG. 2

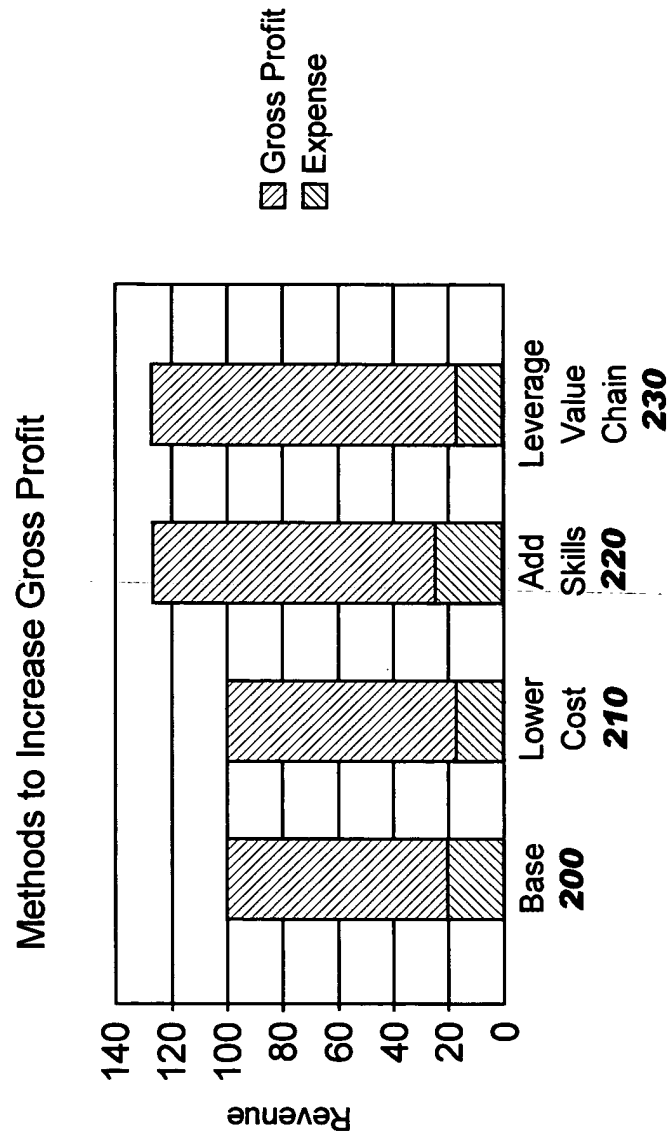
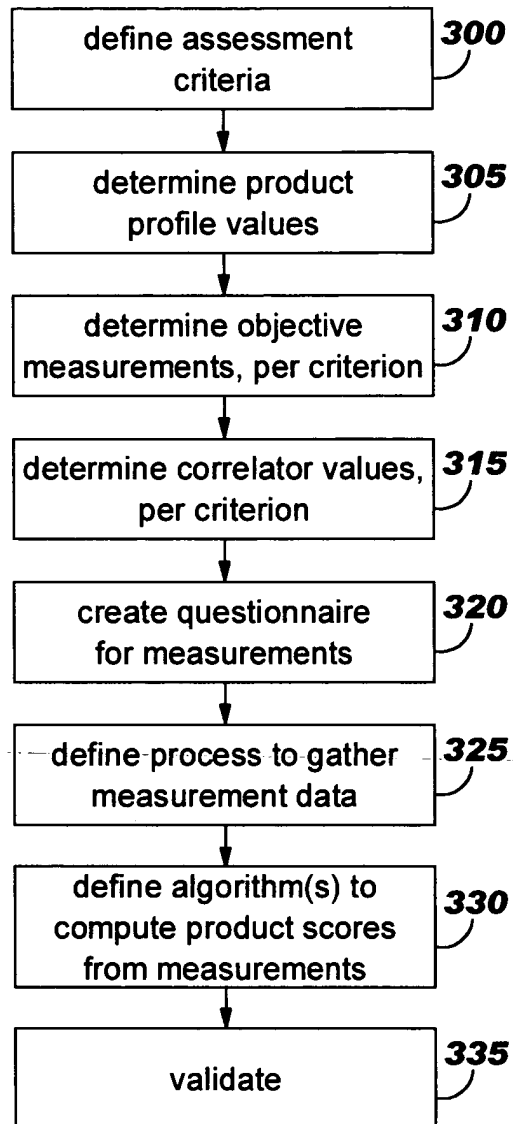


FIG. 3



400

FIG. 4

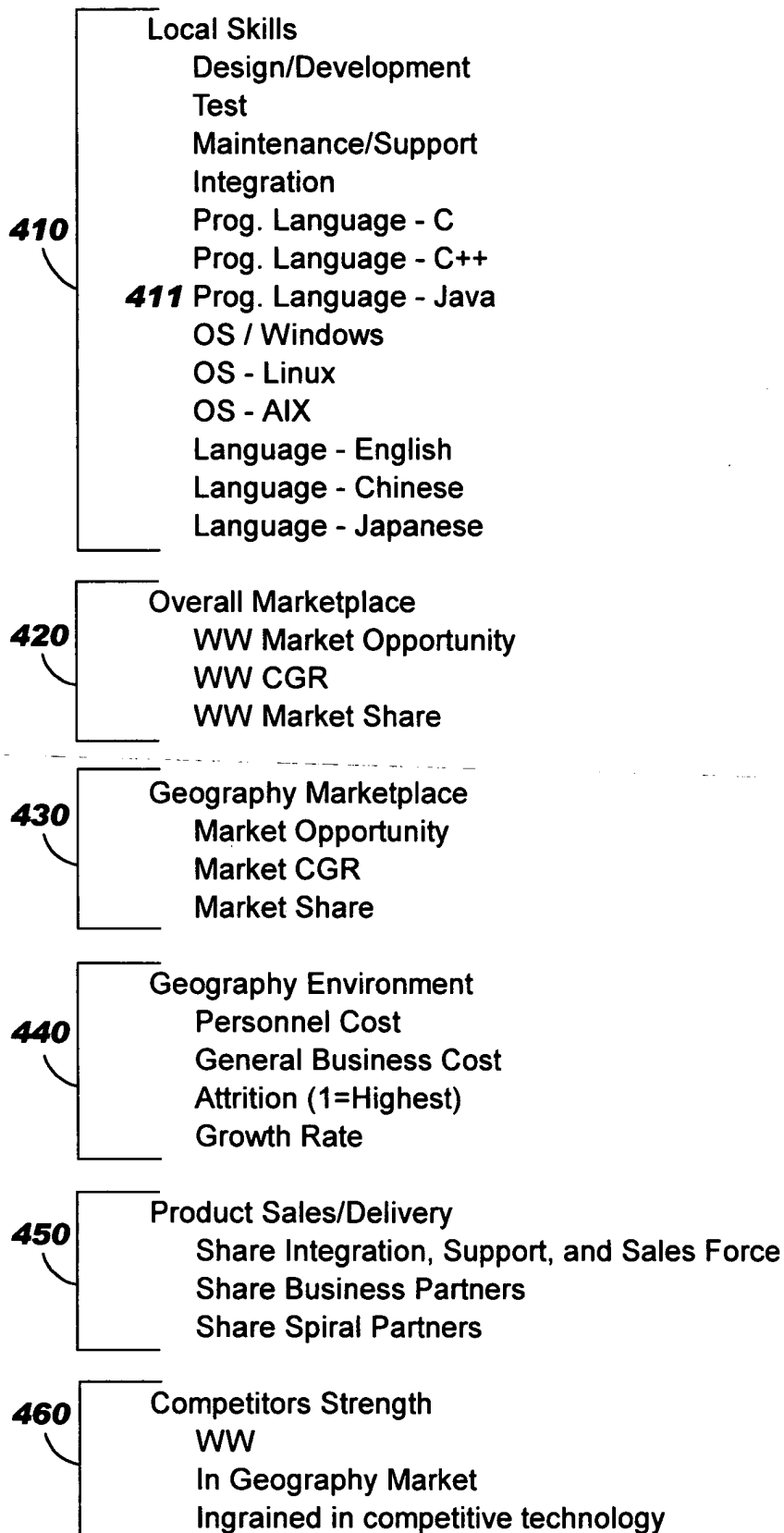


FIG. 5

500

510	Criterion: Prog. language - Java											
520	Definition	Evaluates Java programming language skills for product X.										
530	Information Required	Understands general concepts of object-oriented programming. Has formal training in object-oriented programming. Has experience in using object-oriented programming. Understands general concepts of Java programming language. Has formal training in Java programming language. Has experience in using Java programming language. Familiar with J2EE. ...										
540	Measurement Guidelines	Compare the candidate location to the product information. Use the following rating scale: <table><tr><td>5</td><td>Significantly exceeds requirements</td></tr><tr><td>4</td><td>Exceeds requirements</td></tr><tr><td>3</td><td>Meets requirements</td></tr><tr><td>2</td><td>Minor deviations from requirements</td></tr><tr><td>1</td><td>Significant deviations from requirements</td></tr></table>	5	Significantly exceeds requirements	4	Exceeds requirements	3	Meets requirements	2	Minor deviations from requirements	1	Significant deviations from requirements
5	Significantly exceeds requirements											
4	Exceeds requirements											
3	Meets requirements											
2	Minor deviations from requirements											
1	Significant deviations from requirements											

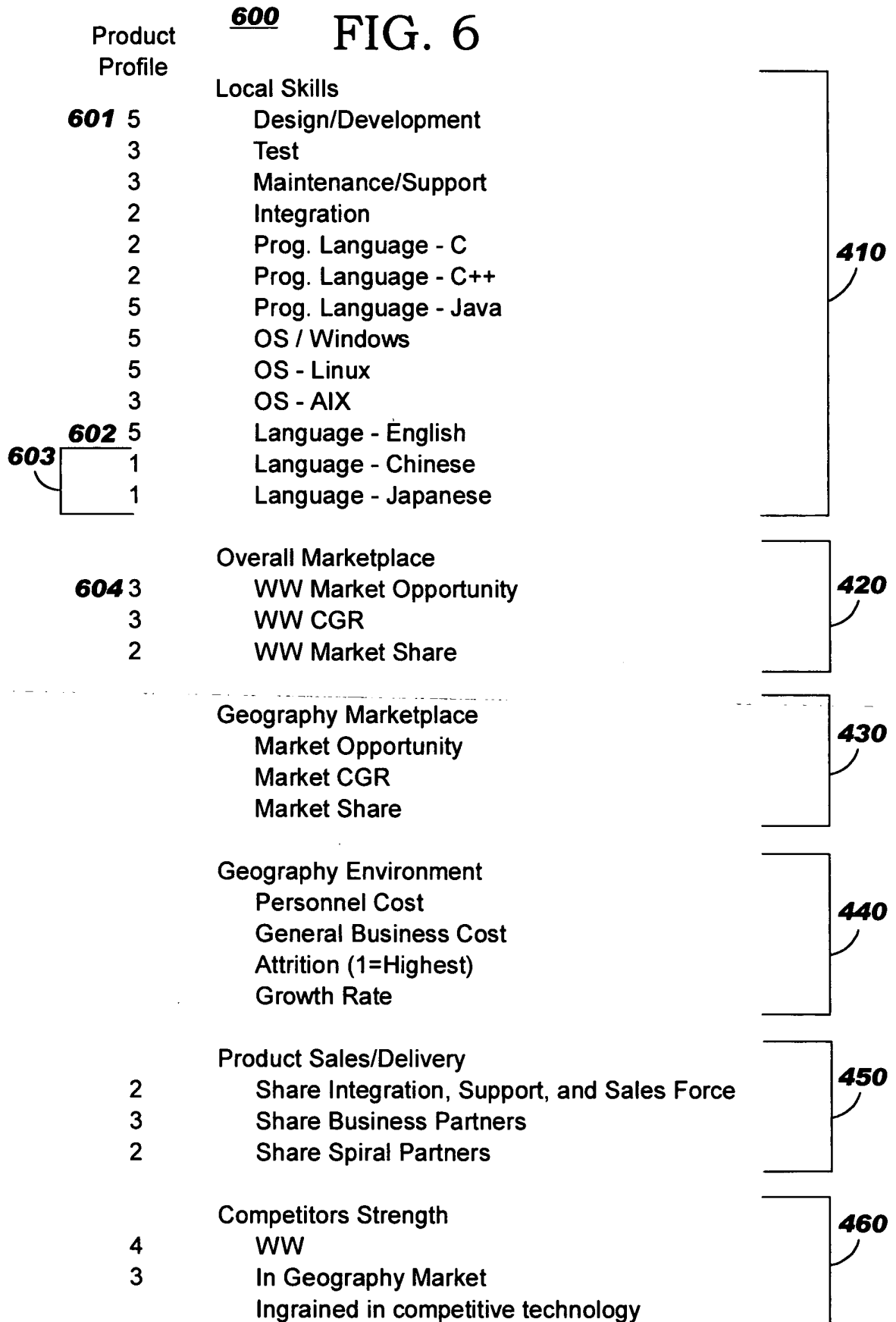


FIG. 7

710	700	730	
Market Share	Revenue	Reduce Costs	Local Skills
0.4	0.4		Design / Development
0.5	0.5		Test
0.4	0.4		Maintenance / Support
0.5	0.5		Integration
0.6	0.6		Prog. Language - C
0.5	0.5		Prog. Language - C++
0.5	0.5		Prog. Language - Java
0.5	0.5		OS - Windows
0.6	0.6		OS - Linux
0.6	0.6		OS - AIX
0.6	0.6		Language - English
0.5	0.5		Language - Chinese
0.5	0.5		Language - Japanese
			Overall Marketplace
0	0	0	WW Market Opportunity
0	0	0	WW CGR
0.2	0.2	0.1	WW Market Share
			Geography Marketplace
0.2	0.6	0	Market Opportunity
0.2	0.6	0	Market CGR
0	0.9	0.1	Market Share
			Geography Environment
0	0.1	0.7	731 Personnel Cost
0	0.1	0.7	General Business Cost
0.1	0.1	-0.7	732 Attrition (1=Highest)
0.4	0.4	0.5	Growth Rate
			Product Sales / Delivery
0.4	0.6	-0.3	Share Integration, Support, and Sales Force
0.6	0.4	0.8	Share Business Partners
0.7	0.5	0.8	Share Spiral Partners
			Competitors Strength
-0.3	-0.3	-0.2	WW
740 -0.7	-0.7	-0.3	In Geography Market
750 0.5	0.5	0.3	Ingrained in competitive technology

FIG. 8

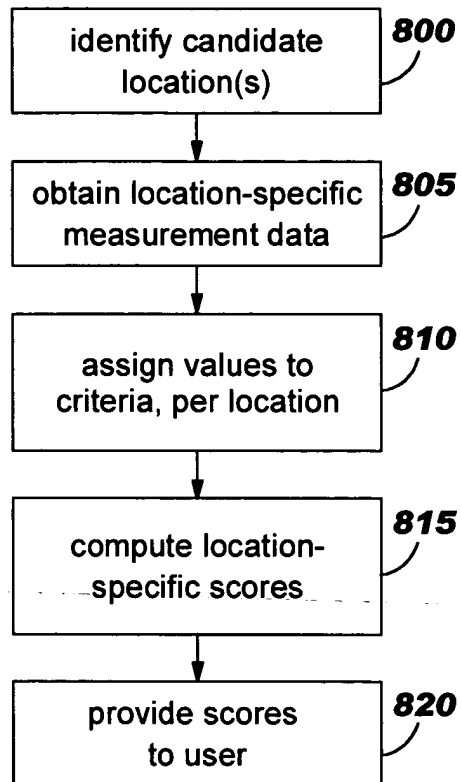


FIG. 9

900	Geo.	Geo.	910	
	Profile A	Profile B		Local Skills
	3	2		Design / Development
	5	3		Test
	4	2		Maintenance / Support
	3	1		Integration
	4	2		Prog. Language - C
	4	2		Prog. Language - C++
	3	4		Prog. Language - Java
	3	2		OS - Windows
901	3	3	911	OS - Linux
	3	3		OS - AIX
	3	2		Language - English
	5	2		Language - Chinese
	1	5		Language - Japanese
				Overall Marketplace
				WW Market Opportunity
				WW CGR
				WW Market Share
				Geography Marketplace
902	5	4		Market Opportunity
	5	4		Market CGR
	2	2		Market Share
				Geography Environment
	2	2		Personnel Cost
	3	3		General Business Cost
	2	3		Attrition (1=Highest)
	5	5		Growth Rate
				Product Sales / Delivery
	5	2		Share Integration, Support, and Sales Force
	1	3		Share Business Partners
	1	2		Share Spiral Partners
				Competitors Strength
				WW
903	1	4	913	In Geography Market
	3	3		Ingrained in competitive technology

FIG. 10A

1000 1010

Skills Gap

	2	3
1001	0	0
	0	1
	0	1
	0	0
	0	0
	2	1
	2	3
	2	2
	0	0
	2	3
1002	0	0
	0	0

FIG. 10C

1100 1110

Opportunity Gap

1101	2	1
	2	1
	0	0
		1111

FIG. 10E

1180 1190

1200	7.07	6.37
1210	8.99	7.83
1220	3.33	3.51

1230	4	2
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1240	10	14
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FIG. 10B

1020	1030	1040	1050	1060	1070
Score A	Score B	Score A	Score B	Score A	Score B
1.5	1	1.5	1	0	0
2	2	2	2	0	0
2.5	2	2.5	2	0	0
3	2.4	3	2.4	0	0
2.5	2.5	2.5	2.5	0	0
2.5	2.5	2.5	2.5	0	0
1.5	2	1.5	2	0	0
1.8	1.2	1.8	1.2	0	0
1.8	1.8	1.8	1.8	0	0
3	3	3	3	0	0
1.5	1	1.5	1	0	0
2.5	2.5	2.5	2.5	0	0
2.5	2.5	2.5	2.5	0	0
Subtotal 28.60	26.40	28.60	26.40	0.00	0.00
Normalized 2.20	2.03	2.20	2.03	0.00	0.00
					1080
					1090

FIG. 10D

	1120	1130	1140	1150	1160	1170
	1	0.8	3	2.4	0	0
	1	0.8	3	2.4	0	0
	0	0	1.8	1.8	0.2	0.2
Subtotal	2.0	1.6	7.8	6.6	0.2	0.2
Normalized	0.67	0.53	2.60	2.20	0.07	0.07
	0	0	0.2	0.2	1.4	1.4
	0	0	0.3	0.3	2.1	2.1
	0.2	0.3	0.2	0.3	-1.4	-2.1
	2	2	2	2	2.5	2.5
Subtotal	2.2	2.3	2.7	2.8	4.6	3.9
Normalized	0.55	0.58	0.68	0.70	1.15	0.98
	2	2	3	3	-1.5	-1.5
	1.8	3	1.2	2	2.4	4
	2.8	3.5	2	2.5	3.2	4
Subtotal	6.6	8.5	6.2	7.5	4.1	6.5
Normalized	2.20	2.83	2.07	2.50	1.37	2.17
	1.4	-0.7	1.4	-0.7	0.6	-0.3
	1.5	1.5	1.5	1.5	0.9	0.9
Subtotal	2.9	0.8	2.9	0.8	1.5	0.6
Normalized	1.45	0.4	1.45	0.4	0.75	0.3